

**Report of the Supervisory Board of ERBUD S.A. on the remuneration of the members of the Management Board and the Supervisory Board for 2019-2020**

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## **I. Introduction**

This report on remuneration of the members of the Management Board and the members of the Supervisory Board of ERBUD S.A. (the “**Company**”) for the financial years 2019-2020 (the “**Report**”) has been prepared on the basis of Article 90g of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments into the organised trading system and public companies (Journal of Laws of 2019, item 2217, as amended) in connection with Article 32(2) of the Act of 16 October 2019 amending the Act on public offering and the conditions for introducing financial instruments into the organised trading system and public companies and certain other acts (Journal of Laws of 2019, item 2217, as amended) and includes a comprehensive review of the remuneration, including all benefits, received by or due to individual members of the Management Board and members of the Supervisory Board in the financial years 2019-2020, in accordance with the remuneration policy for members of the Management Board and members of the Supervisory Board adopted by Resolution No. 18/2020 of the Ordinary General Meeting of the Company dated 30.06.2020 and Resolution No. 58/2020 of the Supervisory Board dated 04.09.2020 (the “**Remuneration Policy**”).

As the remuneration of the members of the Management Board and the Supervisory Board does not include cash and/or non-cash benefits granted to their immediate family members, this report does not contain information on this subject.

The report is the first report of the Company prepared pursuant to Article 90g(1) and subsequent articles of the Act on Public Offering, hence it does not contain an explanation as to how the resolution of the general meeting of the Company (the “**General Meeting**”) assessing the previous report on remuneration of the members of the Management Board and the members of the Supervisory Board, referred to in Article 90g(7) of the Act on Public Offering, has been included herein.

All remuneration figures in this Report are gross amounts.

The employer's portion paid for the Employee Capital Plans has been included in remuneration, with the Issuer paying for the employee's Employee Capital Plans to the standard, non-enlarged extent.

## **II. Composition of the Management Board and the Supervisory Board**

During the period for which the Report was prepared, the composition of the Management Board and Supervisory Board was as follows:

#### Composition of the Management Board

<b>First and last name</b>	<b>Function</b>	<b>Period of office 2019-2020</b>
Dariusz Grzeszczak	President of the Management Board	01.01.2019 – 31.12.2020
Józef Adam Zubelewicz	Member of the Management Board	01.01.2019 – 31.12.2019
Agnieszka Głowacka	Vice-President of the Management Board	01.01.2019 – 31.12.2020
Jacek Leczkowski	Vice-President of the Management Board	02.01.2020 – 31.12.2020
Radosław Górski	Member of the Management Board	01.10.2020 – 31.12.2020

#### Composition of the Supervisory Board

<b>First and last name</b>	<b>Function</b>	<b>Period of office 2019-2020</b>
Udo Berner	Chairman of the Supervisory Board	01.01.2019 – 31.12.2020
Gabriel Głowka	Deputy Chairman of the Supervisory Board	01.01.2019 – 31.12.2020
Albert Dürr	Member of the Supervisory Board	01.01.2019 – 31.12.2020
Michał Otto	Member of the Supervisory Board	01.01.2019 – 31.12.2020
Janusz Reiter	Member of the Supervisory Board	01.01.2019 – 31.12.2020
Piotr Kaczmarek	Member of the Supervisory Board	01.01.2019 – 31.12.2020

### **III. Total remuneration broken down into components and ratios between those components**

During the period for which the Report was prepared, remuneration was paid by the Company to the persons covered by the Remuneration Policy in the following total amounts:

		<u>2020</u>					
<u>First and last name</u>	<u>Function</u>	<u>Fixed remuneration in full zloty divided into:</u>					
Dariusz Grzeszczak Estimated variable remuneration due for 2020 paid after approval of FS for 2020 in PLN '000	President of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
		PLN 1 657 572.70	PLN 14 133.09	PLN 1 932.00	PLN 0.00	PLN 0.00	PLN 0.00
		<u>Variable remuneration in full zloty divided into:</u>					
		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 1 051 277.67	PLN 750 000.00	PLN 0.00	1 673 637.79/1 801 277.67*100% = 0.93		
<u>PLN 2 015 thousand</u>							
<u>First and last name</u>	<u>Function</u>	<u>Fixed remuneration in full zloty divided into:</u>					
Józef Zubelewicz	Member of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
		PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00
		<u>Variable remuneration in full zloty divided into:</u>					
		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 1 051 277.62	PLN 0.00	PLN 0.00	-		
<u>First and last name</u>	<u>Function</u>	<u>Fixed remuneration in full zloty divided into:</u>					

Agnieszka Głowacka	Vice-President of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system	
		558 000 PLN	PLN 2 005,50	PLN 1 932.00	PLN 0.00	PLN 0.00	PLN 0.00	
		<b>Variable remuneration in full zloty divided into:</b>						
		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration			
		PLN 540 000.00	PLN 0.00	PLN 0.00	561 937.5/540 000.00 *100% = 1.04			
Estimated variable remuneration due for 2020 paid after approval of FS for 2020 in PLN '000		<b><u>PLN 504 thousand</u></b>						
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b><u>Fixed remuneration in full zloty divided into:</u></b>						
Jacek Leczkowski	Vice-President of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system	
		630 000.00 PLN	PLN 2 005,50	PLN 1 932.00	PLN 0.00	PLN 0.00	PLN 0.00	
		<b>Variable remuneration in full zloty divided into:</b>						
		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration			
		PLN 388,674.65	PLN 2 200 000.00	PLN 0.00	633 937.50/2 588 674.65 *100% = 0.24			
Estimated variable remuneration due for 2020 paid after approval of FS for 2020 in PLN '000		<b><u>PLN 1 316 thousand</u></b>						
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b><u>Fixed remuneration in full zloty divided into:</u></b>						
Radosław Górski	Member of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system	

		PLN 213 150.00	PLN 0.00	PLN 3.00	PLN 0.00	PLN 0.00	PLN 0.00
		<b>Variable remuneration in full zloty divided into:</b>					
		Bonus resulting from employment contract/ma nagement contract/app ointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 0.00	PLN 0.00	PLN 0.00	-		
Estimated variable remuneration due for 2020 paid after approval of FS for 2020 in PLN '000		<b>PLN 261 thousand</b>					

		<b>2019</b>					
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b>Fixed remuneration in full zloty divided into:</b>					
		Employment contract/man agement contract/app ointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
		PLN 1 188 407.70	PLN 23 841,21	PLN 1 932.00	PLN 0.00	PLN 0.00	PLN 0.00
		<b>Variable remuneration in full zloty divided into:</b>					
		Bonus resulting from employment contract/man agement contract/app ointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
Dariusz Grzeszczak	President of the Management Board	PLN 0.00	PLN 1 535 184.00	PLN 0.00	1 214 180.91/1 535 184.00 *100% = 0.79		
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b>Fixed remuneration in full zloty divided into:</b>					
		Employment contract/man agement contract/app ointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
Józef Zubelewicz	Member of the Management Board	PLN 1 286 360.10	PLN 2 400.00	PLN 1 932.00	PLN 0.00	PLN 0.00	PLN 0.00
		<b>Variable remuneration in full zloty divided into:</b>					

		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 0.00	PLN 0.00	PLN 0.00	1 290 692.10/0*1 00% = 0.00		
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b><u>Fixed remuneration in full zloty divided into:</u></b>					
Agnieszka Głowacka	Vice-President of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
		PLN 558 000.00	PLN 2 400.00	PLN 1 932.00	PLN 0.00	PLN 0.00	PLN 0.00
		<b><u>Variable remuneration in full zloty divided into:</u></b>					
		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 0.00	PLN 0.00	PLN 0.00	558 000.00/0*1 00% = 0.00-		
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b><u>Fixed remuneration in full zloty divided into:</u></b>					
Jacek Leczkowski	Vice-President of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
		PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00
		<b><u>Variable remuneration in full zloty divided into:</u></b>					
		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 0.00	PLN 0.00	PLN 0.00	-		
<b><u>First and last name</u></b>	<b><u>Function</u></b>	<b><u>Fixed remuneration in full zloty divided into:</u></b>					
Radosław Górski	Member of the Management Board	Employment contract/management contract/appointment	Supplementary insurance	Health care	Membership in organisations	Education	Benefit system
		PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00	PLN 0.00
		<b><u>Variable remuneration in full zloty divided into:</u></b>					

		Bonus resulting from employment contract/management contract/appointment resolution	Awards	Bonuses	Ratio between fixed and variable remuneration		
		PLN 0.00	PLN 0.00	PLN 0.00	-		

<b>YEAR</b>		
<b><u>2020</u></b>		
<b>First and last name</b>	<b>Function</b>	<b>Fixed remuneration with breakdown by components</b>
Udo Berner	Chairman of the Supervisory Board	PLN 37 500.00
Gabriel Główka	Deputy Chairman of the Supervisory Board	PLN 72 000.00
Albert Dürr	Member of the Supervisory Board	PLN 60 900.00
Michał Otto	Member of the Supervisory Board	PLN 60 000.00
Janusz Reiter	Member of the Supervisory Board	PLN 60 000.00
Piotr Kaczmarek	Member of the Supervisory Board	PLN 60 900.00

<b>YEAR</b>		
<b><u>2019</u></b>		
<b>First and last name</b>	<b>Function</b>	<b>Fixed remuneration with breakdown by components</b>
Udo Berner	Chairman of the Supervisory Board	PLN 90 000.00
Gabriel Główka	Deputy Chairman of the Supervisory Board	PLN 72 000.00
Albert Dürr	Member of the Supervisory Board	PLN 60 150.00
Michał Otto	Member of the Supervisory Board	PLN 60 000.00
Janusz Reiter	Member of the Supervisory Board	PLN 60 000.00
Piotr Kaczmarek	Member of the Supervisory Board	PLN 60 150.00

#### **IV. An explanation of how total remuneration is consistent with the Remuneration Policy, including how it contributes to the Company's long-term performance**

Since the effective date of the Remuneration Policy, the Company has granted and paid remuneration to members of the Management Board and members of the Supervisory Board exclusively on the basis of the Remuneration Policy. The Remuneration Policy, to the extent regulated therein, has since constituted the document superior to other documents regulating the principles of remuneration of persons covered by the Remuneration Policy in force in the Company.

Since the date of adoption of the Remuneration Policy, the remuneration of the persons covered by the Remuneration Policy has taken into account the objective criteria provided for in the Remuneration Policy and the remuneration and working conditions of other employees of the Company in the manner provided for in the Remuneration Policy. The applied principles for remuneration of members of the Management Board and members of the Supervisory Board contributed to the implementation of the Company's strategy and the set long-term objectives by ensuring: (i) full commitment to the performance of functions in the Company, (ii) motivation of persons covered by the Remuneration Policy to implement the Company's strategy and its long-term objectives, (iii) permanent binding of persons covered by the Remuneration Policy with the Company, (iv) the amount of remuneration of persons covered by the Remuneration Policy that is adequate to the financial and business results of the Group, including the Company, and (v) attitudes that exclude excessive risk taking by persons covered by the Remuneration Policy when performing their functions.

Since the date of adoption of the Remuneration Policy, members of the Management Board have been entitled to remuneration on the basis of agreements concluded with individual members of the Management Board. The agreements in question set out the amount and other conditions of the fixed remuneration determined by the Supervisory Board, as well as the non-monetary benefits that may be granted to a member of the Management Board. The amount of the fixed remuneration corresponds to the type of work performed by the individual members of the Management Board, as well as to the qualifications they possess and the quantity and quality of the work they perform for the Company. The Company's practice with respect to (i) the determination of the components of fixed and variable remuneration, as well as bonuses and other cash and non-cash benefits that may be awarded to members of the Management Board, (ii) clear, comprehensive and differentiated financial and non-financial performance criteria for the award of variable remuneration, (iii) deferment periods for the payment of variable remuneration, (iv) the possibility for the Company to claim reimbursement of variable remuneration and (v) the award of remuneration in the form of financial instruments to members of the Management Board is consistent with the provisions of the Remuneration Policy.

During the aforementioned reporting period, the members of the Supervisory Board were granted monthly lump-sum remuneration exclusively on the basis of and in the amount

provided for in the resolution of the General Meeting. This remuneration was adequate to the scope of activities entrusted and functions performed, in proportion to the duration of the function. The members of the Supervisory Board did not receive remuneration (i) linked to the performance of the Company or the Capital Group, (ii) in the form of financial instruments or other non-monetary benefits.

#### V. Information on how the performance criteria were applied

The variable remuneration of the members of the Management Board was awarded to them as a result of their meeting the criteria for obtaining variable remuneration, as set out in Supervisory Board Resolution No. 58/2020 of 04.09.2020, within the limits provided for in the Remuneration Policy.

The decisions regarding the award of variable remuneration in the form of an annual bonus for 2019 and an annual bonus for 2020 to the members of the Management Board were preceded by individual verification of the fulfilment of the criteria in respect of each member of the Management Board. Verification of meeting the criteria for obtaining variable remuneration in the form of an annual bonus for the aforementioned years was based on data from the approved financial statements of the Company, Capital Group companies or companies supervised by a given member, prepared for the financial years 2019 and 2020, and constituted the basis for awarding variable remuneration to a given member of the Management Board. The annual bonus was granted in connection with the achievement of a positive financial result by the Company, Capital Group companies or companies supervised by a given member of the Management Board, and its amount was defined as a percentage of this financial result, agreed upon in the agreement with the member of the Management Board in question.

FIRST AND LAST NAME	RULES FOR CALCULATING VARIABLE REMUNERATION
Dariusz Grzeszczak - President of the Management Board	2016 - 2019 - 3% of the consolidated net profit of the ERBUD Group; 2020 - 4% of the consolidated net profit of the ERBUD Group
Józef Zubelewicz - Member of the Management Board	2016-2019 - 3% of consolidated net profit of the ERBUD Group
Paweł Smoleń - Member of the Management Board	2015 - 2016 - 1% of the generated EBIT of the industrial segment of the ERBUD Capital Group. 2017 - 3% of the EBIT of the industrial

	segment of the ERBUD Capital Group.
Agnieszka Głowacka - Vice-President of the Management Board	2016 - 2020 - 1% of the consolidated net profit of the ERBUD Group
Jacek Leczkowski - Vice-President of the Management Board	2020 - 3% of net result achieved in the given calendar year jointly by Erbud S.A., PBDI S.A. (ONDE S.A.) and ERBUD Operations sp. z o. o.
Radosław Górski - Member of the Management Board	2020 - 3% of net result of the industrial segment of the ERBUD Capital Group

During the period for which the Report was prepared, variable remuneration in the form of annual bonuses and awards was granted to members of the Management Board.

The bonus for 2018 was not paid due to the loss incurred in 2018.

The bonus for 2019 was paid after the approval of the 2019 report by the General Meeting and was disclosed under: variable remuneration paid in 2020.

Members of the Supervisory Board are not remunerated on the basis of performance criteria.

**VI. Information on the change - on an annual basis - in the remuneration, results of the Company and average remuneration of the Company's employees who are not members of the management or supervisory board, during at least the last five financial years**

Total remuneration 2016-2020

The remuneration of the members of the Management Board is presented on a cash basis. This applies in particular to the variable remuneration due for a given financial year, which is paid in the second half of the following year. This statement also includes remuneration received by the members of the Management Board from companies in the ERBUD GROUP

First and last name	Function	% difference	2020	% difference	2019	% difference	2018	% difference	2017	2016
Dariusz Grzeszczak	President of the Management Board	20%	3 735 798	43%	3 110 713	86%	2 168 029	-49%	1 166 319	2 285 794
Józef Adam Zubelewicz	Member of the Management Board	-67%	1 051 278	41%	3 202 040	79%	2 272 167	-45%	1 268 097	2 304 495
Agnieszka Głowacka	Vice-President of the Management Board	74%	1 263 938	-10%	724 332	62%	796 591		490 322	0
Jacek Leczkowski	Vice-President of the Management Board	0%	3 432 612	0%	0		0		0	0
Radosław Górski	Member of the Management Board	0%	213 153	0%	0		0		0	0
Udo Berner*	Chairman of the Supervisory Board	-58%	37 500	-100%	90 000	0%	180 000	0%	90 000	90 000
Gabriel Głowka	Deputy Chairman of the Supervisory Board	0%	72 000	0%	72 000	0%	72 000	0%	72 000	68 100
Albert Dürr	Member of the Supervisory Board	1%	60 900	0%	60 150	0%	60 000	0%	60 000	60 000

Michał Otto	Member of the Supervisory Board	0%	60 000	0%	60 000	0%	60 000	0%	60 000	60 000
Janusz Reiter	Member of the Supervisory Board	0%	60 000	0%	60 000	0%	60 000	0%	60 000	40 500
Piotr Kaczmarek	Member of the Supervisory Board	0%	60 900	61%	60 150		37 258		0	0
Dzik Zofia	Member of the Supervisory Board	0%	0	0%	0	-58%	25 000	0%	60 000	60 000
Lewandowski Janusz	Member of the Supervisory Board	0%	0	0%	0	-58%	25 000	0%	60 000	60 000
Olszyński Józef	Deputy Chairman of the Supervisory Board	0%	0	0%	0	0%	0	0%	0	24 000

- The remuneration of the Chairman of the ERBUD S.A. Supervisory Board was paid as follows:
  - January 2018 – PLN 90,000 for 2018 (payable in advance for the whole year)
  - December 2018 – PLN 90,000 for 2019 (payable in advance for the whole year)
  - December 2019 – PLN 90,000 for 2020 (payable in advance for the whole year);
  - January 2020 - PLN 37,500 for 5 months in 2021

Company's results in PLN 2016-2020

<b>Financial year</b>	<b>% difference</b>	<b>2020</b>	<b>% difference</b>	<b>2019</b>	<b>% difference</b>	<b>2018</b>	<b>% difference</b>	<b>2017</b>	<b>2016</b>
Result: net profit of ERBUD S.A.	46%	27 308 332.00	253%	18 691 264.28	-198%	-12 254 355.09	13%	12 539 246.93	11 103 098.58
Result: Consolidated net profit	44%	50 372 820.03	266%	35 042 589.01	-188%	-21 135 696.59	2124%	23 931 837.32	1 076 000.00

Average remuneration of the Company's employees who are not members of the Management Board or members of the Supervisory Board from 2016 to 2020

<b>Financial year</b>	<b>% difference</b>	<b>2020</b>	<b>% difference</b>	<b>2019</b>	<b>% difference</b>	<b>2018</b>	<b>% difference</b>	<b>2017</b>	<b>2016</b>
Average remuneration for other employees	19%	85 807 062	9%	72 093 993	12%	66 081 733	2%	58 886 238	57 673 230
<b>Financial year</b>	<b>% difference</b>	<b>2020</b>	<b>% difference</b>	<b>2019</b>	<b>% difference</b>	<b>2018</b>	<b>% difference</b>	<b>2017</b>	<b>2016</b>
Average remuneration for other employees	23%	9 335	6%	7 576	13%	7 161	-14%	6 356	7 394

Taking into account the volume of the criteria determining the amount of bonuses of individual members of the Management Board due for 2020, and in accordance with the Employment Agreements paid after the General Meeting approves the consolidated statements of the ERBUD Group, i.e. mid-2021, the estimated remuneration of individual members of the Management Board of ERBUD S.A. will be as follows:

<u>FIRST AND LAST NAME</u>	<u>FUNCTION</u>	<u>ESTIMATED AMOUNT OF VARIABLE REMUNERATION IN THOUSAND PLN</u>
<u>Dariusz Grzeszczak</u>	<u>President of the Management Board</u>	<u>2 015</u>
<u>Agnieszka Głowacka</u>	<u>Vice-President of the Management Board</u>	<u>504</u>
<u>Jacek Leczkowski</u>	<u>Vice-President of the Management Board</u>	<u>1 316</u>
<u>Radosław Górski</u>	<u>Member of the Management Board</u>	<u>261</u>
	<u>TOTAL</u>	<u>4 214</u>

Company's results in PLN 2016-2020

Financial year	2020	2019	2018	2017	2016
Result: net profit of ERBUD S.A.	27 308 332.00	18 691 264.28	-12 254 355.09	12 539 246.93	11 103 098.58
Result: Consolidated net profit	50 372 820.03	35 042 589.01	-21 135 696.59	23 931 837.32	1 076 000.00

Average remuneration of the Company's employees who were not members of the Management Board or members of the Supervisory Board from 2016 to 2020

Financial year	2020	2019	2018	2017	2016
Average remuneration for other employees	PLN 85 807 062.48	PLN 72 093 992.52	PLN 66 081 733.42	PLN 58 886 238.41	PLN 57 673 230.38
Financial year	2020	2019	2018	2017	2016
Average remuneration for other employees	PLN 9 334.97	PLN 7 576.08	PLN 7 161.00	PLN 6 356.46	PLN 7 394.00

**VII. Remuneration from entities belonging to the same capital group**

During the period covered by the Report, the persons covered by the Remuneration Policy were paid remuneration for consultancy services by members of the Company's capital group in the following total amounts (PLN):

First and last name	Function	Remuneration 2020	Remuneration 2019
Dariusz Grzeszczak	President of the Management Board	217,382.90	360,512.60
Józef Adam Zubelewicz	Member of the Management Board	0	1,911,347.70
Agnieszka Głowacka	Vice-President of the Management Board	162,000.00	162,000.00

Jacek Leczkowski	Vice-President of the Management Board	210,000.00	0
Radosław Górski	Member of the Management Board	0	0
Udo Berner	Chairman of the Supervisory Board	0	0
Gabriel Główka	Vice Chairman of the Supervisory Board	0	0
Albert Dürr	Member of the Supervisory Board	0	0
Michał Otto	Member of the Supervisory Board	0	0
Janusz Reiter	Member of the Supervisory Board	0	0
Piotr Kaczmarek	Member of the Supervisory Board	0	0

<b>2019</b>					
<b>Name</b>	<b>Erbud Shared Services Sp. z o.o.</b>	<b>PBDI S.A. / ONDE S. A.</b>	<b>Erbud International Sp. z o.o.</b>	<b>Erbud Operations Sp. z o.o.</b>	<b>TOTAL</b>
Dariusz Grzeszczak	258 106		103 250		361 356
Józef Zubelewicz	103 242	1 756 484		51 621	1 911 348
Agnieszka Głowacka	162 000				162 000

<b>2020</b>					
<b>Name</b>	<b>Erbud Shared Services Sp. z o.o.</b>	<b>PBDI S.A. / ONDE S. A.</b>	<b>Erbud International Sp. z o.o.</b>	<b>Erbud Operations Sp. z o.o.</b>	<b>TOTAL</b>
Dariusz Grzeszczak	155 274		62 109		217 383
Agnieszka Głowacka	162 000				162 000
Jacek Leczkowski	210 000				210 000
Radosław Górski	0	0	0	0	0

**VIII. The number of financial instruments granted or offered and the main terms of the exercise of the rights attached to those instruments, including the price and exercise date and changes thereto**

During the period for which the Report was prepared, the Company did not maintain an incentive scheme under which financial instruments of the Company were granted or offered to persons covered by the Remuneration Policy.

**IX. Information on the use of the option to claim back variable components of remuneration**

During the period for which the Report was prepared, the Company did not make any requests for the reimbursement of variable remuneration components to the persons covered by the Remuneration Policy.

**X. Information on deviations from the procedure for implementing the remuneration policy and on deviations from the Remuneration Policy applied, including an explanation of the rationale and procedure, and an indication of the elements from which deviations were applied.**

As at the date of this Report, the Supervisory Board is not aware of any waiver of the Remuneration Policy and, in particular, has not given its consent to the application of a waiver of the Remuneration Policy on the terms provided for therein.